

## Emotional Intelligence and Moral Decision Making: Mediating Role of Occupational Stress

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### Abstract

Role of emotions in business ethics and moral decision making caught the attention of business research scholars in the last few years. Different methods have been deployed to investigate relationship between emotions and moral decision making. Some scholars studied functions of moral emotions, some other studied role of positive and negative emotions. Present study aims to investigate role of emotional intelligence and occupational stress in moral decision making. An ability to understand and manage different emotions are known as emotional intelligence; and occupational stress also can be defined as emotional reaction to stressful situations. Data was collected from 177 marketing executives working at HDFC life insurance and Kotak Mahindra life insurance, Allahabad (Uttar Pradesh). Survey method is used, a set questionnaire was distributed to collect information pertaining to demographics, emotional intelligence, occupational stress and four vignettes (to measure moral decision making). Result reveals that emotional intelligence is positively associated with moral decision making; where occupational stress has inverse relationship with emotional stress and moral decision making. Mediation analysis secures the mediating role of occupational stress between emotional intelligence and moral decision making.

**Key Words:** *Emotional Intelligence, Role of emotions in moral decision making, Occupational Stress, moral decision making.*

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